

**ADAMS, INC.****REPORTING AND DISCLOSURE COMPLIANCE  
STATEMENT**

In compliance with § 110 of the Employee Retirement Income Security Act of 1974 ("ERISA") and the regulations thereunder, found in § 2520.104-23, Adams, Inc. ("Adams") is filing this reporting and disclosure compliance statement and in connection herewith, provides the following information:

EMPLOYER: Adams, Inc.

ADDRESS: 13906 Gold Circle, Suite 101  
Omaha, NE 68144

EMPLOYER IDENTIFICATION  
NUMBER: 47-0674713

PLAN NAME: Adams, Inc. Employee Awards Program:  
Deferred Compensation Plan

NUMBER OF PLANS: One

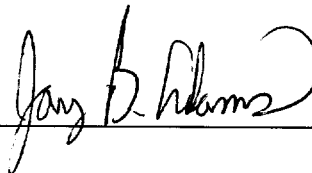
NUMBER OF PARTICIPANTS  
IN THE PLAN: Five

Adams maintains the above-named, unfunded Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Adams will provide the Plan documents to the Secretary of Labor upon request as required by § 104(a)(1) of ERISA.

Adams, Inc., Plan Administrator

By: \_\_\_\_\_  
Title:



**McGILL, GOTSDINER, WORKMAN & LEPP, P.C., L.L.O.**

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(1932-1997)

\*Also admitted in Iowa  
†Also admitted in Colorado

April 9, 2004

Top Hat Plan Exemption  
Employee Benefits Security Administration, Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue NW.  
Washington, DC 20210

Re: Reporting and Disclosure Compliance Statement

Dear Madam or Sir:

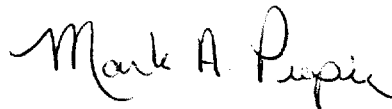
Enclosed please find the reporting and disclosure compliance statement related to the Adams, Inc. Employee Awards Program.

The enclosed reporting and disclosure compliance statement is being filed in accordance with Section 110 of the Employee Retirement Income Security Act of 1974 and the regulations thereunder, found in 29 CFR § 2520.104-23.

We would appreciate it if you would date stamp the enclosed, duplicate copy of this letter and return the same to us in the enclosed, self-addressed return envelope.

If you should have any questions with respect to the enclosed statement or this matter in general, please contact the undersigned directly. Thank you for your assistance.

Cordially,



MARK A. PIEPER

MAP/ama  
enclosures  
cc: Jay Adams

#247651.1



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